

25X1

**Page Denied**

SECRET

85-3266/3

ER

MEMORANDUM FOR: Deputy Director of Central Intelligence

VIA: Executive Director  
Deputy Director for Science and Technology

FROM: Harry E. Fitzwater  
Deputy Director for Administration

SUBJECT: PFIAB Report on Intelligence Recruitment and Training

REFERENCE: DDS&T Memo 756-85, 26 August 85, on Same Subject

1. The referenced memo draws clear attention to a perennial problem which has faced the Office of Medical Services (OMS) throughout its years of contributions to Agency selection processing. The problem is the failure of OMS to earn credibility within the Agency through consumer education as to the proper use of the PATB. As to [ ] experienced concerns, they are genuine. In Chief, Psychological Services Division's (PSD) personal contact with him, it was clear that he is the recipient of misinformation, apparently prevalent among some of the Agency consumers.

25X1

2. Therefore, with the help of [ ] and in coordination with D/FEO, PSD briefings of selected Agency black minority employees will be arranged when [ ] returns from leave. Also in June 1985 the Office of Medical Services composed a set of guidelines for the proper use of the PATB and began a broad distribution to all consumers.

25X1

25X1

3. It is my opinion that this should effectively reduce and/or eliminate the criticisms of the PATB. The main thrust of the "handout" should make the consumer realize that the PATB is only one of many selection tools used in applicant processing for Agency employment and should not be used as a pass/fail

All Portions SECRET

SECRET



25X1



B-204

SUBJECT: PFIAB Report on Intelligence Recruitment and Training

instrument. It also should be noted that the use of the PATB is not a mandatory requirement by the Agency for employment but an individual requirement levied by various operating components throughout the Agency.

*For Harry E. Fitzwater*

Harry E. Fitzwater

Distribution:

Orig - Adse  
1 - ExDir  
1 - DDS&T  
1 - DDA subj  
1 - DDA chrono  
1 - HEF chrono  
1 - OMS chrono

EXO/OMS:  (21 Oct 85)

25X1

SECRET